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# THE CALIFORNIA STATE UNIVERSITY

## Overview

The California State University (CSU) is comprised of 23 campuses and the Office of the Chancellor, which is the administrative headquarters for the CSU system. Responsibility for the CSU is vested in the Board of Trustees, whose members are appointed by the Governor. The Trustees appoint the Chancellor, who is the chief executive officer of the system, and the Presidents, who are the chief executive officers on the respective campuses. The CSU employs over 45,000 faculty and staff.

**Please note that while the CSU is considered a state agency, it is not part of the civil service structure and, as a result, is not covered by the rules and regulations of the Department of Personnel Administration.** Generally, the CSU is governed by sections of the Government Code different from civil service, in addition to the Education Code and Title 5 regulations. The Office of the Chancellor is responsible for developing policy governing the CSU.

Under the purview of the Higher Education Employer - Employee Relations Act (HEERA), CSU employees are designated into the following employee categories: Executive (E98), Management Personnel Plan (MPP) (M80), Confidential (C99), Excluded (E99) employees and ten (10) separate collective bargaining units (R01-R10). These collective bargaining units are separate and distinct from the unions representing civil service employees. A list of the current unions and their agents is provided.

## Retirement Programs

Eligible CSU employees participate in one of two CalPERS retirement programs:

- Peace Officer and Firefighter (POFF) 3% @ 50 – Effective January 1, 2002, covers eligible active Management Personnel Plan (MPP) public safety employees and public safety employees covered by the CSU-State University Police Association (SUPA – Unit 8) agreement. Please refer to the State Patrol 3% @ 50 publication for retirement program information covering CSU public safety employees. Those safety members who were inactive as of January 1, 2002 remain under the 3% @ 55 formula.

- State Miscellaneous 2% @ 55 – all other eligible employee categories. Please refer to the State Miscellaneous 2% @ 55 publication for retirement program information. CSU employees receive First-Tier benefits under this plan.

## Benefits

CSU retirees receive the following benefits:

- Full health benefits upon retirement at age 50 with 5 years of service credit and;
- Coverage under a basic dental plan paid for by the CSU.
- FERP participants continue enrollment in an enhanced dental plan and receive the CSU vision benefit. Upon completion of the FERP service, the retiree drops to a basic dental plan and is not eligible for vision coverage.

## CSU Retiree Dental

Under certain conditions, CSU employees are eligible to continue dental coverage into retirement. The dental coverage provided to CSU retired annuitants is at the Basic plan level. Participants in the Faculty Early Retirement Program (FERP) are the only CSU retired annuitants eligible for continued dental coverage at the Enhanced level.

The CSU offers two dental plans: a DMO (prepaid) plan through PMI DeltaCare and an indemnity plan through Delta Dental. The CSU pays the full cost of dental coverage for all CSU retired annuitants and their eligible dependents, including domestic partners.

Responsibility for the day-to-day dental contract administration rests with Human Resources Administration in the CSU Chancellor's Office. Human Resources Administration interprets regulations, answers questions, and assists retirees in resolving problems regarding the dental plan.

CalPERS is responsible for processing the annual retiree dental open enrollment requests, and other change requests.

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Detailed information regarding the CSU dental program is available in the CSU Dental Program Administrative Manual.

### **Faculty Programs – Early Retirement; Reduced Time Base; and Leaves**

The CSU has several retirement-related programs unique to faculty employees.

#### **Faculty Early Retirement Program (FERP)**

The Faculty Early Retirement Program permits tenured faculty or tenured librarian employees who retire the ability to work one semester or an average percentage for the Academic Year, at the same rank and salary held prior to retirement. In order to be eligible, the employee:

- Must be at least age 55;
- Must be eligible for service retirement;
- Must be granted service retirement; and
- Shall be entitled for no more than 5 years.

The assignment shall be one (1) academic term not to exceed a total of ninety (90) days or fifty (50) percent of the employee's time base in the year proceeding retirement. Participants may request further reduction in time base; however, the reduction shall continue for the duration of the FERP appointment.

Participation in FERP shall commence at the beginning of the campus Academic Year. Service retirement shall begin concurrently with or prior to the beginning of the campus Academic Year.

Participants may be appointed in university extension (consistent with the CSU Additional Employment policy) during the academic term(s) under FERP. Other CSU additional employment is not allowed.

Continued employment in the FERP shall terminate in the event of dismissal for cause, layoff, or failure to meet the employment commitment.

In addition to the retirement pay appropriate to the age and years of service at the time of retirement, participants are paid for the teaching assignment on a pro-rata basis, in accordance with the rank and salary held at the time of retirement.

Since participants are retired, no service credit is accumulated through this program. For this same reason, there is no retirement contribution or Social Security withholding.

Sick leave is converted to service credit upon retirement; however, up to 48 hours of sick leave may be carried into FERP.

Participants are ineligible for sabbatical leaves or other paid leaves.

FERP participants are eligible to receive CSU vision coverage and an enhanced dental plan. Upon completion, the dental plan reverts to the basic plan and vision coverage is eliminated.

#### **Pre-Retirement Reduction in Time Base (PRTB)**

Tenured faculty unit employees with 10 years of full-time service (with at least the last 5 years being continuous full-time) are eligible to apply for the PRTB program. Sabbatical leaves count towards the service requirement. Applicants must be 55 to 64 years of age (CalPERS) or 55 to 63 (STRS). Faculty members in this program are not retired. The program allows faculty to reduce their time base to 2/3, 1/2, or 1/3 for up to 5 years. Participants retain the same rank and status they had prior to participation.

The campus sets the PRTB assignment and work schedule. For example, a participant on a 1/2 assignment may work full-time for one semester or half-time for the academic year, depending on the needs of the campus.

If a participant fails to meet the employment commitment, salary adjustment or repayment of an overpayment may be required.

PRTB participants are considered full-time for the purpose of restrictions on additional employment. Salary is pro-rated according to timebase and is paid in twelve equal monthly installments per year. Service credit is accumulated as though working full-time and retirement contributions are based on the full-time salary rate. Social Security contributions are based on actual salary earned.

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Participants retain sick leave and accumulate additional sick leave on a pro-rata basis. Participants are not eligible for sabbatical leaves or other paid leaves. Participants remain eligible for health and other benefits.

Retirement and entry into FERP is allowed after participation in PRTB, provided the eligibility requirements are met. The FERP employment options would be either one term at full-time or 1/2 of their PRTB reduced time base for the academic year, during each year of FERP participation.

## **Sabbatical Leaves**

All full-time faculty unit employees are eligible to apply for a sabbatical leave after six years of full-time service at a campus and after six years of service since the last sabbatical or Difference in Pay (DIP) Leave. Final approval of a sabbatical leave shall not be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave.

Faculty on sabbatical leave are considered in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on a sabbatical leave.

Faculty unit employees on sabbatical leave shall not accept additional and/or outside employment without prior approval of the campus President.

Faculty shall render service to the CSU upon return from a sabbatical leave at the rate of one term of service for each term of leave.

The salary for a faculty member on sabbatical leave is paid in accordance with the collective bargaining agreement. If the sabbatical is longer than one semester or quarter, then the salary is at a reduced rate.

## **Difference in Pay (DIP) Leaves**

All full-time faculty unit employees are eligible to apply for a DIP leave after six years of full-time service at a campus and after three years of service since the last sabbatical or Difference in Pay (DIP) Leave.

Final approval of a DIP leave shall not be granted until the applicant has filed a suitable bond or an accepted statement of assets or a promissory note that total at least the amount of salary to be paid during the leave.

Faculty on DIP are considered to be in work status and entitled to the same provisions of employment and applicable benefits provided by the CSU in the same manner as if the employee were not on sabbatical leave.

Faculty unit employees on DIP leave shall not accept additional and/or outside employment without prior approval of the campus President.

Faculty shall render service to the CSU upon return from a DIP leave at the rate of one term of service for each term of leave.

The salary for a DIP leave shall be the difference between the employee's salary and the minimum salary of the instructor (or librarian) rank.

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